The Six Steps of Leadership (Plus Courage)

Welcome back for the 2013 Spring semester! This article is excerpted from an interview with G.J. Hart Executive Chairman, CEO and President of California Pizza Kitchen, written by Adam Bryant for the Corner Office column of The New York Times on January 5, 2013. In this interview, Hart elaborates on the leadership qualities that are most important to him. As we start a new year and a new semester here are some valuable leadership lessons to keep in mind both as a student and as an intern or full time employee.

Q. Can you elaborate on what leadership qualities are the most important to you?

A. I call them the six steps of leadership, surrounded by courage. Courage is an interesting one because any leadership role is about stepping out and having the courage to be different, because you have to be different to be a leader.

Step One - Be the very best that you can be, because you can’t lead anybody if you can’t lead yourself. So you have to be honest with yourself about your good qualities, your bad qualities and the things you need to work on.

Step Two - Dream, and dream big. What’s the world of possibilities for yourself and for your organization? Be able to say, “Here’s where I want to get to.” It’s not that you’ll ever necessarily get there, but if you don’t dream, you’ll never even get started.

Step Three - Lead with your heart first. Let people see that you’re human and that there’s a human side. Show people that you have compassion. It doesn’t mean that you don’t set expectations and standards. But if you lead with your heart, people figure out whether you’re genuine, whether you’re real.

Step Four (and this is the thing can be the hardest for young leaders) is to trust the people you lead. It’s about letting go, and allowing people to grow into leadership roles. At the end of the day, it’s O.K. if they make a mistake or if they fall down. Because as leaders, it’s your job to pick them back up.

Step Five - Do the right thing, always. It’s easy to say. But the way I like to describe it is that if the rules say one thing, particularly as it relates to people, and you genuinely believe in that person, sometimes it takes courage to do the right thing and give that person a second chance. Because we’ve all made mistakes and somebody picked us up.

Step Six – Remember that it’s ultimately about serving the people you lead. It’s about putting the cause before yourself, and a willingness to see it through. I developed this list over time because it’s the way I live each day. My job is to lead and to make a difference. I’m a catalyst for change, to create an environment where people can grow and prosper.
Ashlee Kerkhoff Wins First OCS SuperNova Award

The Undergraduate Programming Team would like to congratulate one of its own—Ashlee Kerkhoff, Assistant Director, Undergraduate Career Curriculum, who was recently awarded the Office of Career Services SuperNova Award in recognition of her outstanding performance in the Spring 2012 semester.

The award is awarded twice a year and recognizes the OCS team member who demonstrates superior performance in one or more of the following areas:

- Customer Service
- Team Spirit/Engagement
- Resourcefulness/Innovation
- Collaboration
- Execution of an Event or Deliverable
- Learning Agility/Orientation

Congratulations to Ashlee for winning this well-deserved award!

An Interview with the 2013 SUSA President – Khalil Pettus

The Undergraduate Career Connection caught up with the new SUSA President, Khalil Pettus, who was recently elected as the new SUSA president for 2013.

UG CC: Congratulations on being elected the new SUSA President for 2013. Please share with our readers your vision and goals for the upcoming year.

KP: Thanks to the efforts of the last SUSA President and Executive Board, SUSA is in a better position than ever. Simply put, my vision is to continue this tradition of excellence and take SUSA to new heights in 2013.

UG CC: What are some of the events that SUSA hosts during the spring?

SUSA plans to hold several events this spring. For instance, we will be hosing an Alumni Networking Night in March to give students the opportunity to network with potential employers. SUSA will also be hosting Smith Stock, our fun-filled end of the year celebration.

KP: What are the benefits of being involved in SUSA?

The most obvious benefit of being involved in SUSA is the opportunity to develop professionally with events such as the Alumni Networking Night. A second and probably more valuable benefit of being involved in SUSA is the relationships you build. I can honestly say that some of my closest friendships have come from SUSA.

How can students become involved with SUSA?

The best way for students to learn about the different organizations is to attend the SUSA First Look Fair, which will take place early in February. As for getting involved, my biggest advice is to simply show up to a meeting. Trust me when I say that SUSA and all the clubs are very welcoming to new members (continued next page).
Upcoming Programming Events
January-February 2013

NABA Resume Review
January 28th, 5:00 pm, VMH 1202

NABA & BBA Alumni Panel
January 29th, 5:00 pm VMH 1335

NABA, ABA, ALPFA, BBA, SUS
Life Lessons in Leadership
January 30th, 5:00, VMH 1524

NABA & ALPFA
Speed Interviewing
January 31st, 5:30 pm, VMH 2333

Career Lab – Virtual Career Fair
January 31st, 12:30-1:30 pm

Employer Resume Reviews
February 4th, 5th, 6th, 12:00-3:00 pm

OCS Recruiting Suite
IBM Case Competition
February 11th, 6:00 pm

Virtual Career Fair
www.umd.careereco.net

BD Case Competition
February 14th, 6:00 pm

Retail Industry Day
February 19th, 6:00 pm

Career Lab – Networking & SUS
February 21st, 12:30-1:30 pm

Careers in HR & Management
February 28th, 6:00 pm

For more details, please visit HireSmith.

An Interview with the 2013 SUSA President – Khalil Pettus (continued from previous page)

UG CC: How can Freshmen become involved in SUSA and/or the clubs and organizations?

KP: In addition to following the previous advice, for Freshmen specifically I suggest joining Rising Business Leaders because it’s focused primarily on underclassmen students. Freshmen can also serve on SUSA committees, such as fundraising, community service, and student involvement. For Freshmen who have questions about how to get involved, feel free to reach out to SUSA’s New Student Involvement Chair, Kyle Forbes at susa.involvement@gmail.com

UG CC: Do you have anything else you’d like to share with students?

KP: As SUSA President I’m here to serve you. My goal is to further enhance undergraduate activity here at the Robert H. Smith School of Business. To accomplish this I plan to be as open and transparent as possible. If you ever have any questions, comments, or concerns please contact me at susa.president@gmail.com.

Spring 2013 Recruiting Season Job Offer Guidelines

The Office of Career Services (OCS) has established the following guidelines for employers regarding timelines for acceptances of internship and full time employment offers for all employers recruiting through the Smith School of Business for the 2012-2013 academic year. These guidelines were created in coordination with our employer partners to clarify offer guidelines and to provide a shared understanding between the OCS, employers, and students. Review these guidelines carefully. When a student reneges on an offer, this negatively impacts the relationship the OCS has with the recruiter. It also prevents another Smith School student for pursuing that same opportunity. Please note that students who renege on job offers and students who are no-shows for interviews will have their access to HireSmith blocked.

Full-time offers to students graduating in Spring 2013 – Friday, March 25, 2013, or a minimum of 3 weeks from the date of the offer (whichever comes sooner) to accept or decline offers.

Internship offers for Summer 2013 – Students should be give until Friday, March 25, 2013, or a minimum of three weeks from the date of offer (whichever comes first) to accept or decline offers.